



Physician Recruitment Report February 2024 (FY 2024)

Net Impact of Starts and Departures

Physician Starts

Physician Offers

Physician Site Visits

Family Medicine in Western Zone

Family Medicine in Eastern Zone

Family Medicine in Northern Zone

Family Medicine in Central Zone

Physician Origin and Source Details

Departures Breakdown

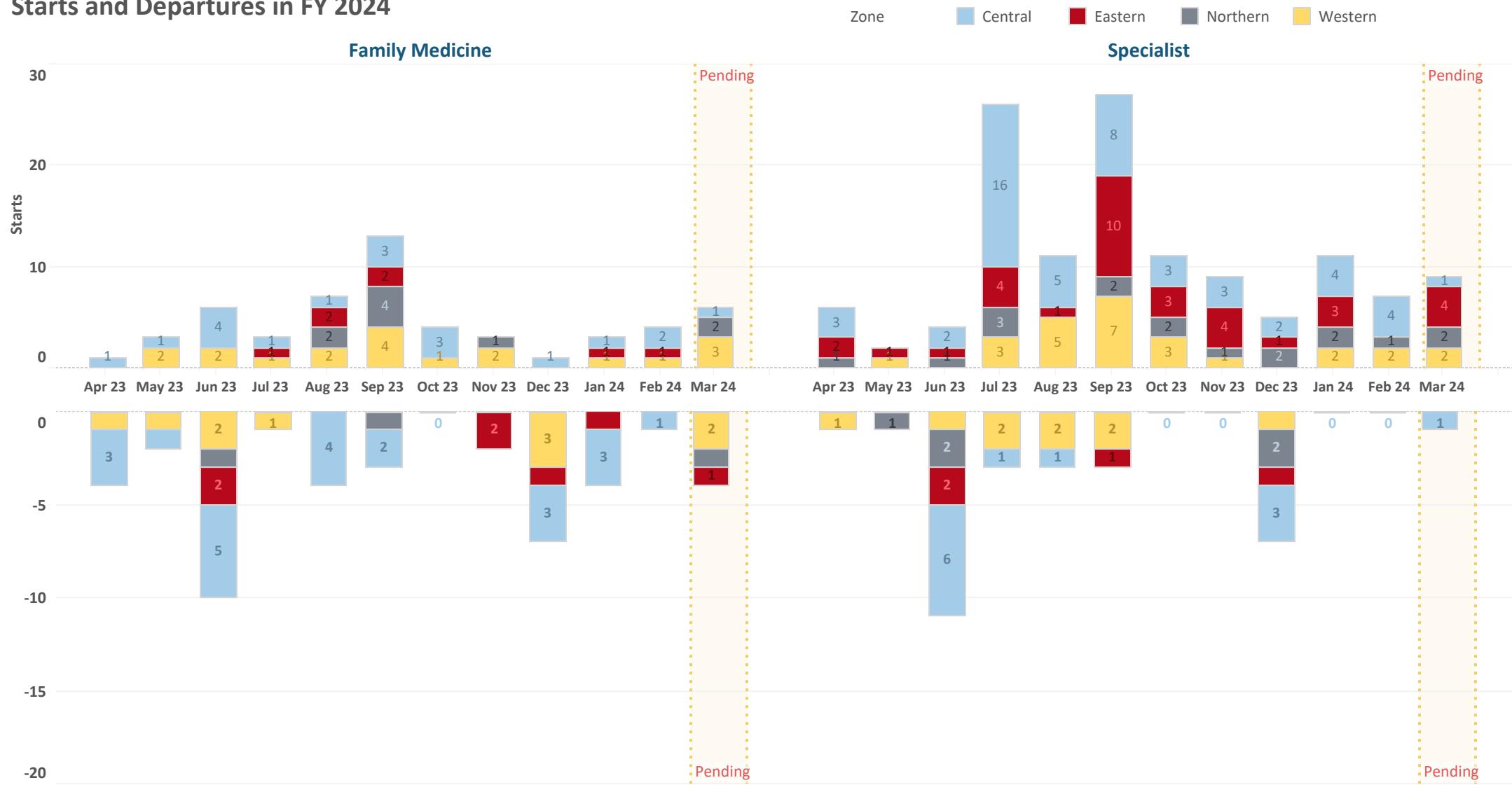
Family Medicine Vacancies

Specialist Vacancies

Physician Recruitment Report provides insights on the **Physician Starts**, **Departures**, **Hires**, **Vacancies**, and other recruitment related activity summaries in Nova Scotia. It also presents these metrics at Zone or and community level to provide more granular understanding. This report is generated monthly using data collected by Medical Affairs.

February 2024 Physician Recruitment Report: Net Impact of Starts and Departures

Starts and Departures in FY 2024

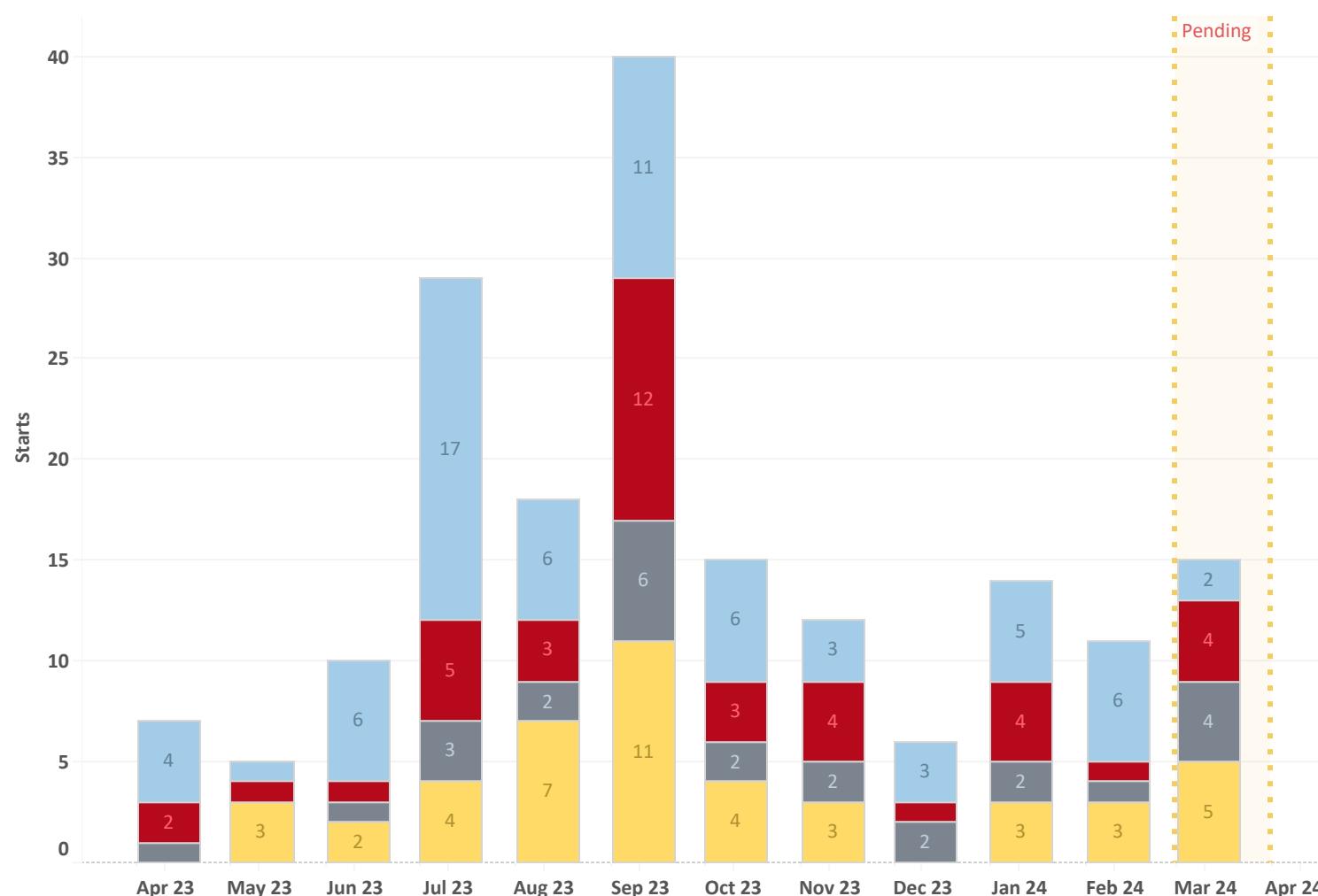


YTD Net Impact of Starts and Departures in 2023-24 (April to February 2024)

| | Central | | Eastern | | Northern | | Western | | Grand Total |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|------------|-------------|
| | Family Medicine | Specialist | |
| Number of Departures | 22 | 11 | 6 | 4 | 2 | 5 | 8 | 9 | 67 |
| Number of Starts | 18 | 50 | 7 | 30 | 7 | 15 | 16 | 24 | 167 |
| Net Impact | -4 | 39 | 1 | 26 | 5 | 10 | 8 | 15 | 100 |

February 2024 Physician Recruitment Report: Physician Starts

Physician Starts: Actual and Pending FY 2024



YTD Physician Starts by Zone

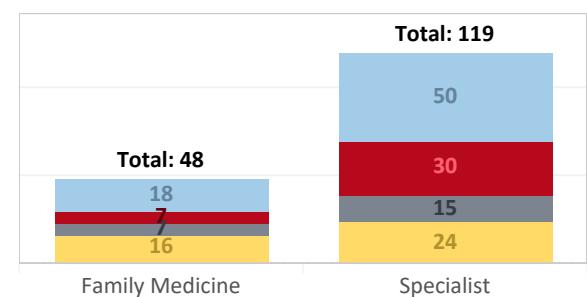
| Zone | Completed | Scheduled |
|-------------|-----------|-----------|
| Central | 68 | 2 |
| Eastern | 37 | 4 |
| Northern | 22 | 4 |
| Western | 40 | 5 |
| Grand Total | 167 | 15 |

YTD Year-over-Year Comparison

(Physician Starts April - February 2024)

| FY 2022 | 38 | 27 | 25 | 63 | 153 |
|---------|----|----|----|----|-----|
| FY 2023 | 32 | 18 | 29 | 76 | 155 |
| FY 2024 | 40 | 22 | 37 | 68 | 167 |

YTD Starts By Speciality and Zone



NOTE: A pending start indicates a physician has accepted an offer to start in an upcoming month this fiscal year.

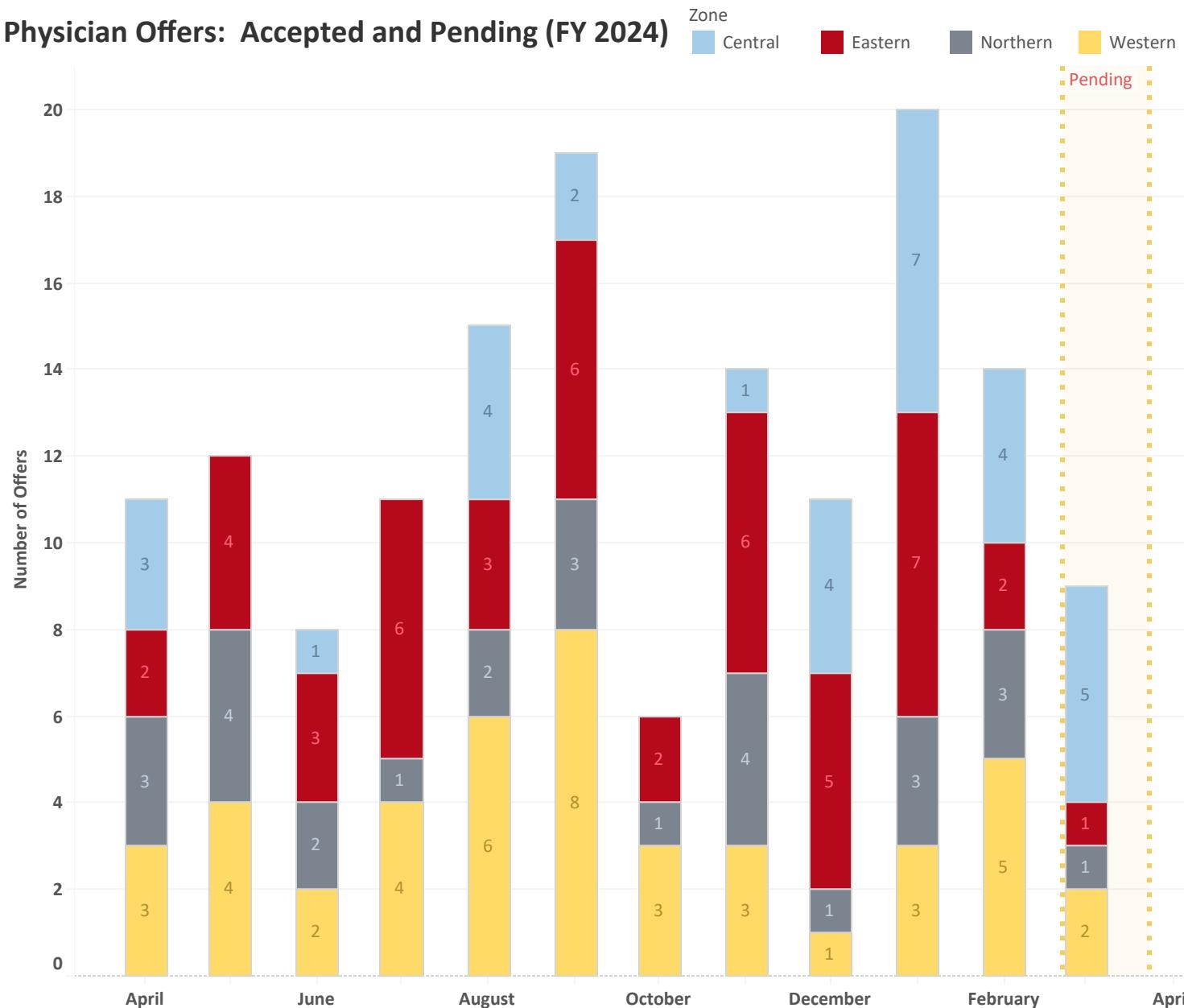
Description:

A new physician start is the culmination of months of work by the recruitment team and stakeholders in attracting and setting up physicians to work in the province. From April 2024 to the end of February 2024, **167** physicians started across all zones. **48** of these starts were family physicians and **119** starts were specialty physicians. Speciality physicians include those working as hospitalists and in emergency medicine. A full breakdown of starts by specialty is included on the last page of this report. Between now and the end of the fiscal year, the recruitment team is anticipating **15** new physician starts.

*2022-23 and 2023-24 figures include IWK Starts; 2021-22 do not include IWK.

February 2024 Physician Recruitment Report: Physician Offers

Physician Offers: Accepted and Pending (FY 2024)



YTD Physician Offers Made by Zone

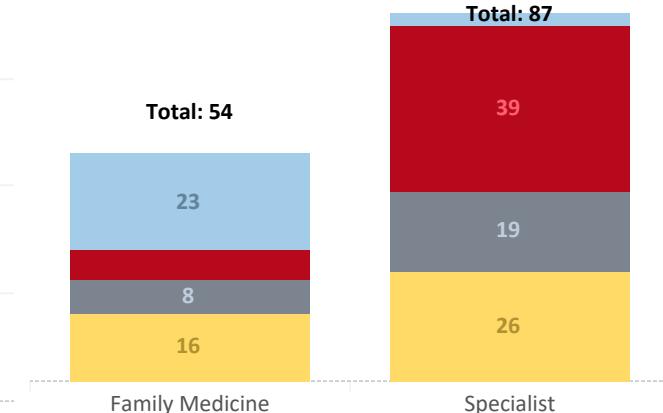
| Zone | Offer Accepted | Still Pending |
|-------------|----------------|---------------|
| Central | 25 | 1 |
| Eastern | 39 | 7 |
| Northern | 25 | 2 |
| Western | 39 | 3 |
| Grand Total | 128 | 13 |

YTD Year-over-Year Comparison

(Physician Offers Made April - February 2024)

| FY 2022 | 31 | 30 | 19 | 39 | 119 |
|---------|----|----|----|----|-----|
| FY 2023 | 26 | 43 | 20 | 35 | 124 |
| FY 2024 | 26 | 46 | 27 | 42 | 141 |

YTD Offers Made By Speciality and Zone

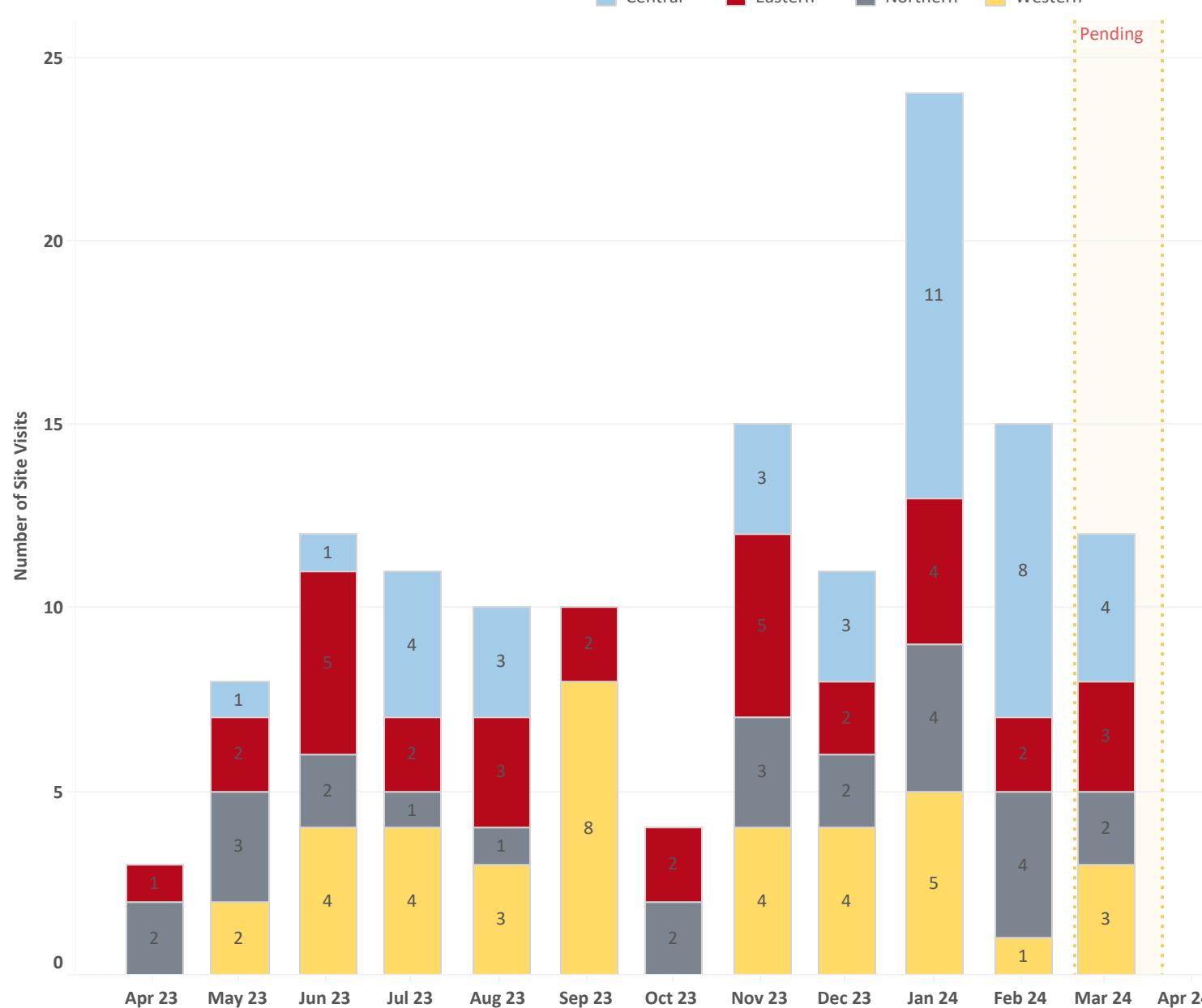


Description:

The number of made offers is a useful leading metric for anticipating the number of new physician starts that will occur over the next 12 months. It is also indicative of the follow-up activity resulting from site visits. From April 1, FY 2024 to the end of February 2024 2024, 141 offers were made across all zones. 54 of these offers were for family physicians and 87 were for specialty positions. Speciality physicians include hospitalists and emergency medicine physicians. It's estimated that the average time from offer acceptance to start date is 92 days.

February 2024 Physician Recruitment Report: Physician Site Visits

Site Visits: Actual and Scheduled FY 2024



YTD Site Visits by Zone

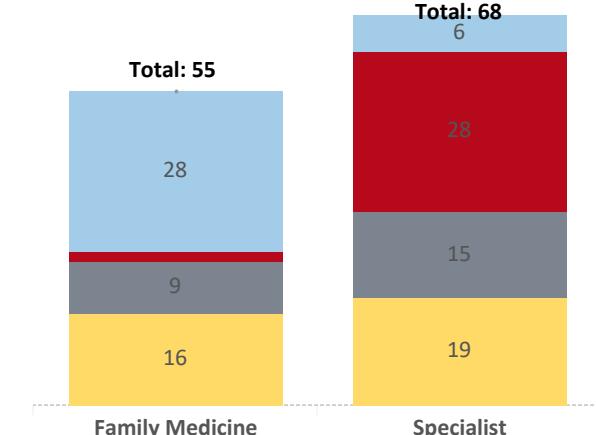
| Zone | Completed | Scheduled |
|-------------|------------|-----------|
| Central | 34 | 4 |
| Eastern | 30 | 3 |
| Northern | 24 | 2 |
| Western | 35 | 3 |
| Grand Total | 123 | 12 |

Year-over-Year Comparison

(Completed Site Visits April - February 2024)

| | | | | | |
|---------|----|----|----|----|-----|
| FY 2022 | 24 | 7 | 16 | 32 | 79 |
| FY 2023 | 36 | 16 | 19 | 19 | 90 |
| FY 2024 | 35 | 24 | 30 | 34 | 123 |

YTD Completed Visits By Speciality and Zone

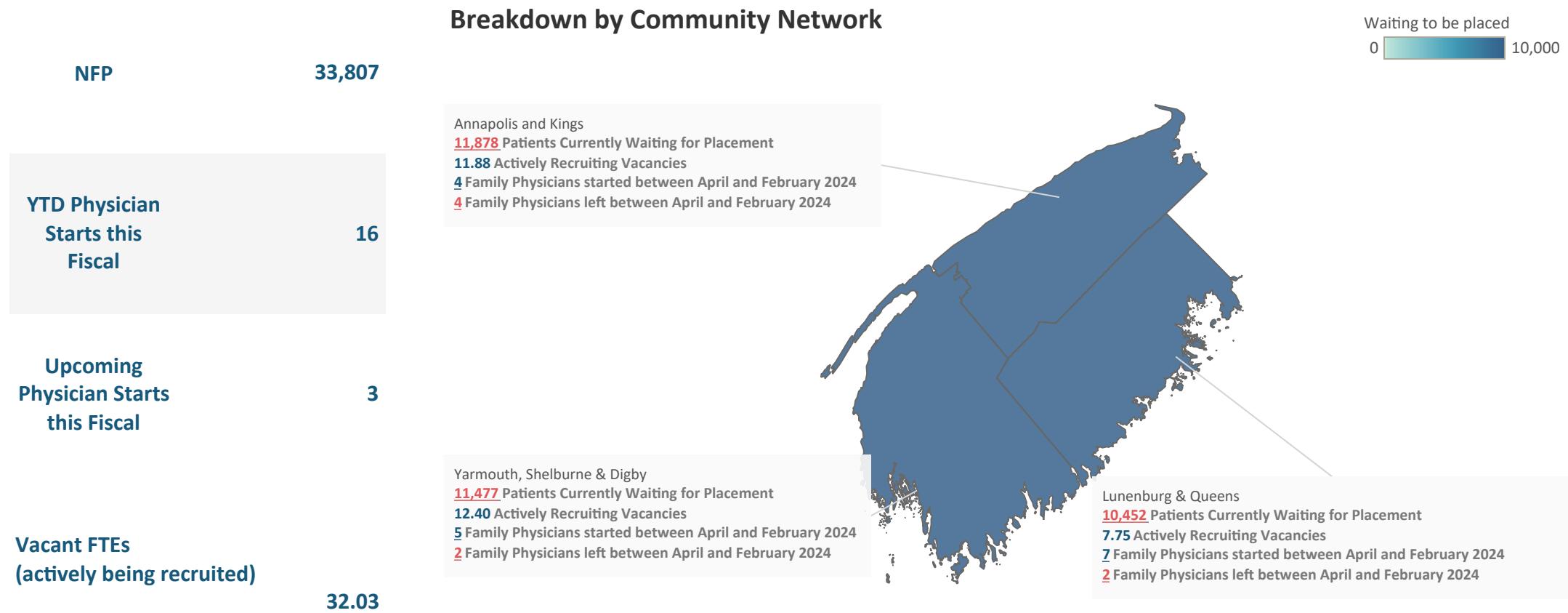


Description:

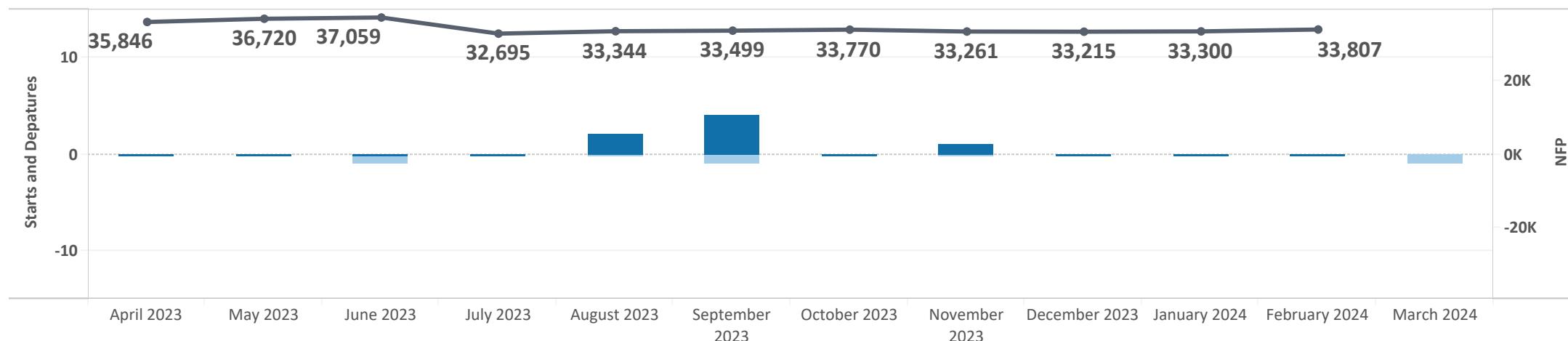
The number of site visits is a useful metric for measuring the interest among perspective physicians in opportunities with Nova Scotia Health. From April 1 to the end of **February 2024** **FY 2024**, **123** site visits were completed across all zones. **55** of these visits were for family physicians and **68** were for specialty positions (includes hospitalists and emergency medicine physicians). The recruitment team currently has **0** site visits scheduled till **February 2024** of **FY 2024**. The average time from a site visit to a physician start date is 227 days.

* A pending start indicates a physician has accepted an offer to start in an upcoming month this fiscal year.

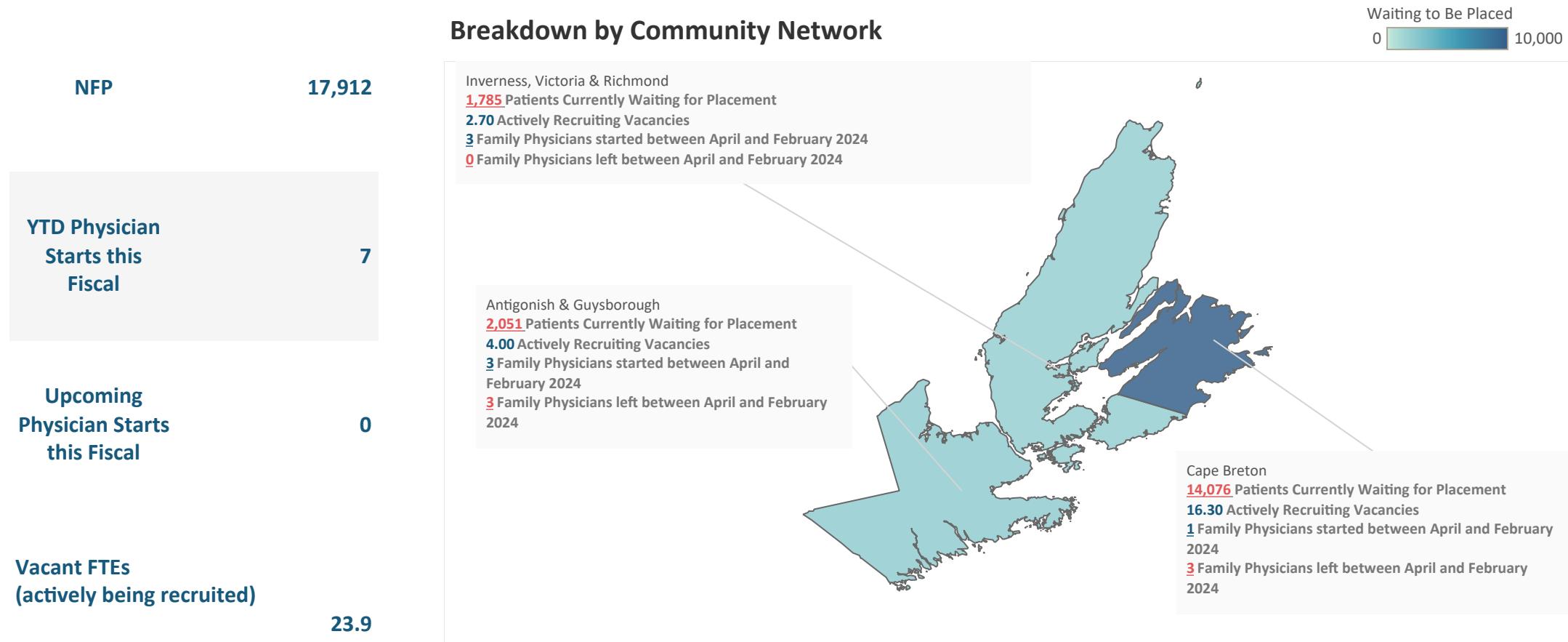
February 2024 Physician Recruitment Report: Family Medicine in Western Zone



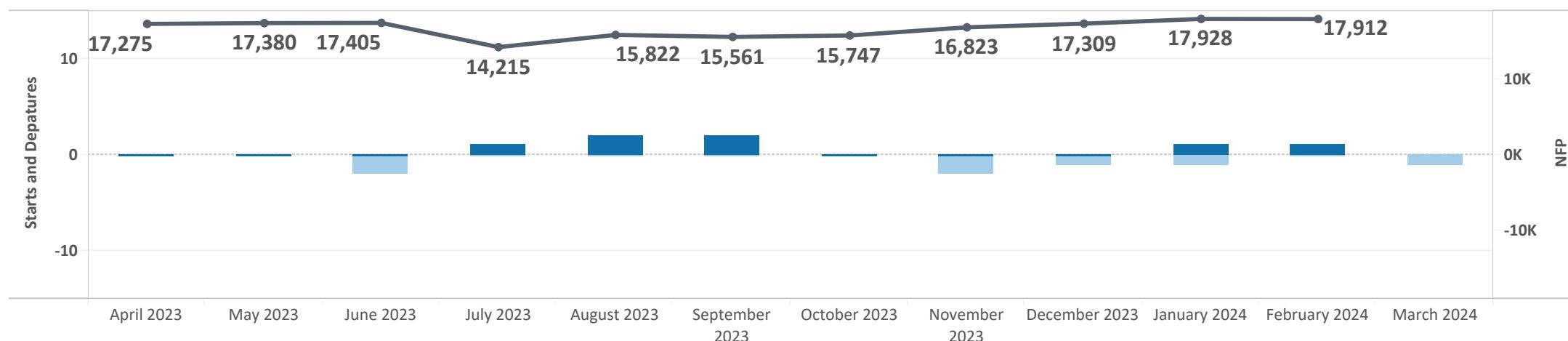
Family Medicine Starts, Departures and Patients Waiting to be Placed

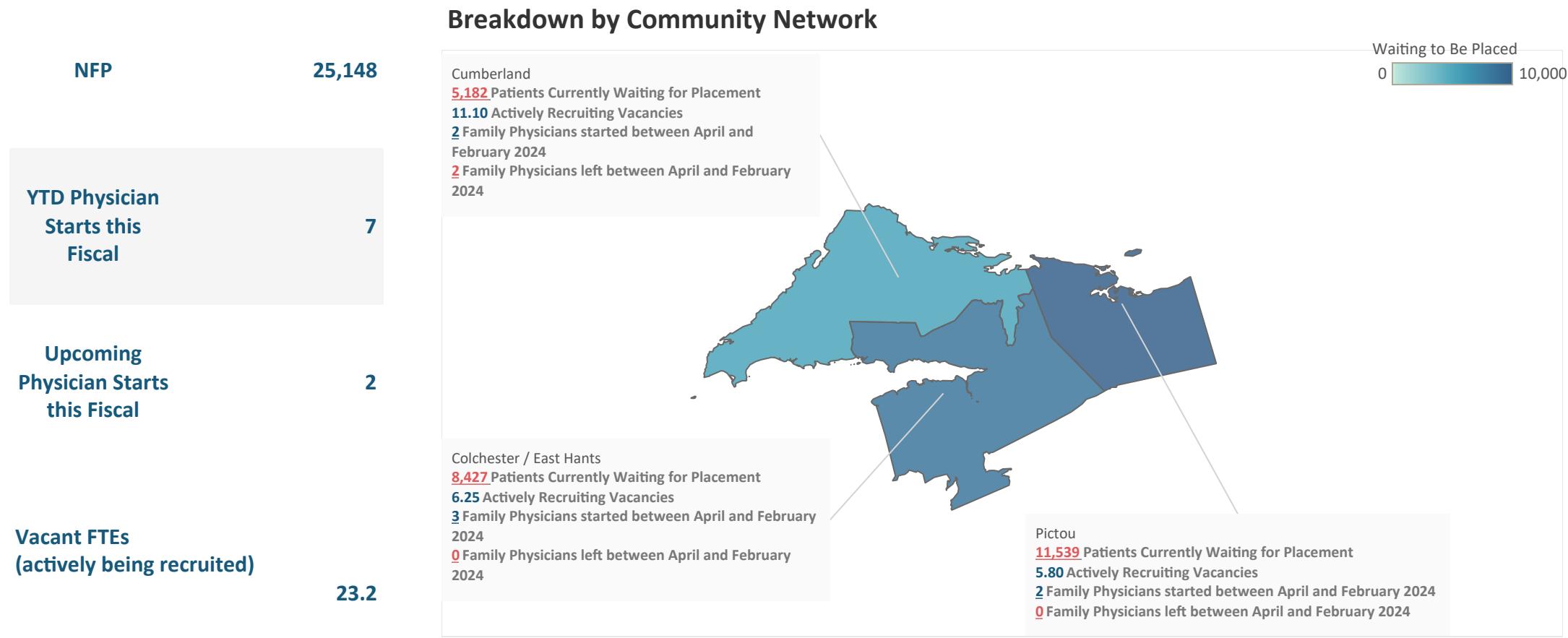


February 2024 Physician Recruitment Report: Family Medicine in Eastern Zone

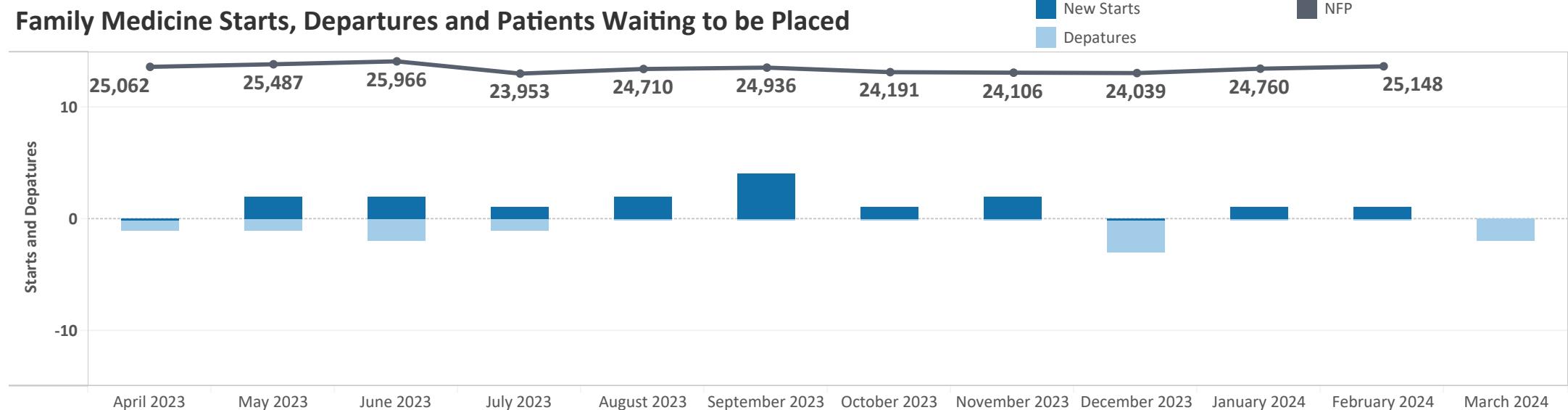


Family Medicine Starts, Departures and Patients Waiting to be Placed

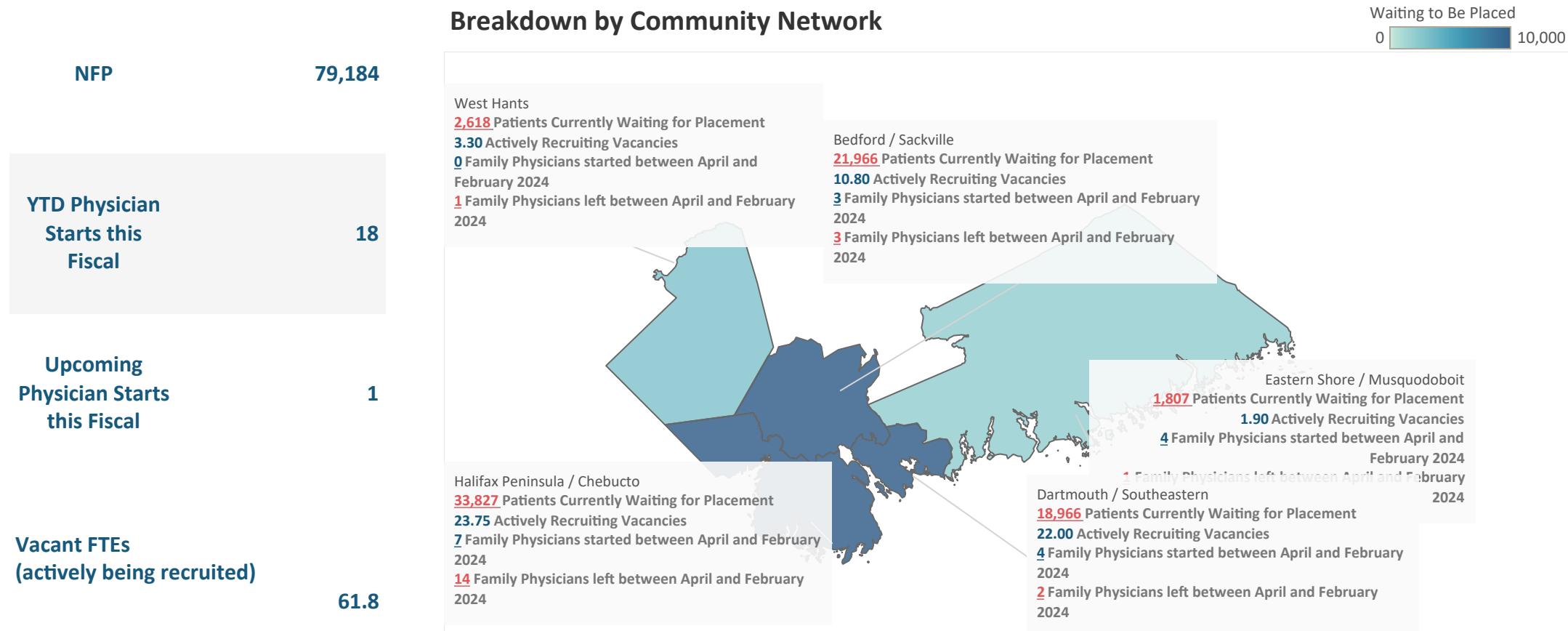




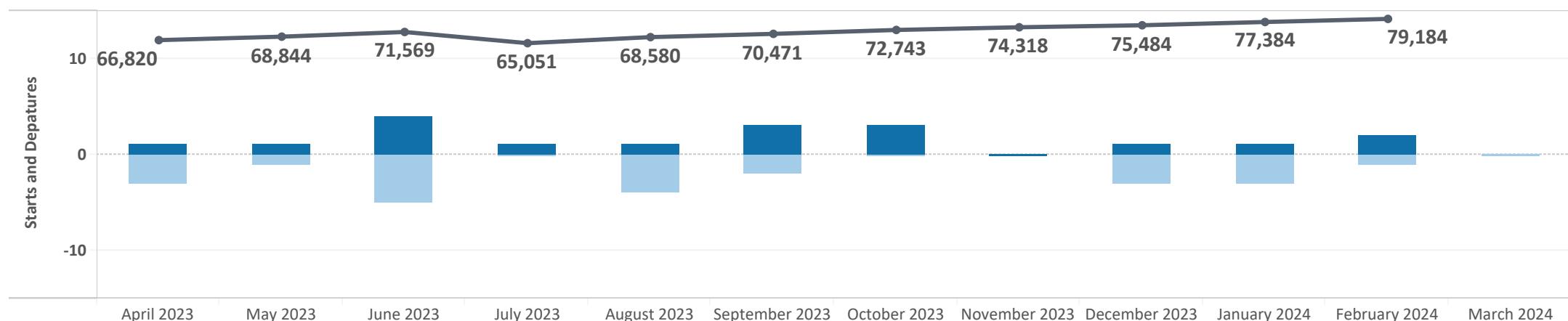
Family Medicine Starts, Departures and Patients Waiting to be Placed



February 2024 Physician Recruitment Report: Family Medicine in Central Zone



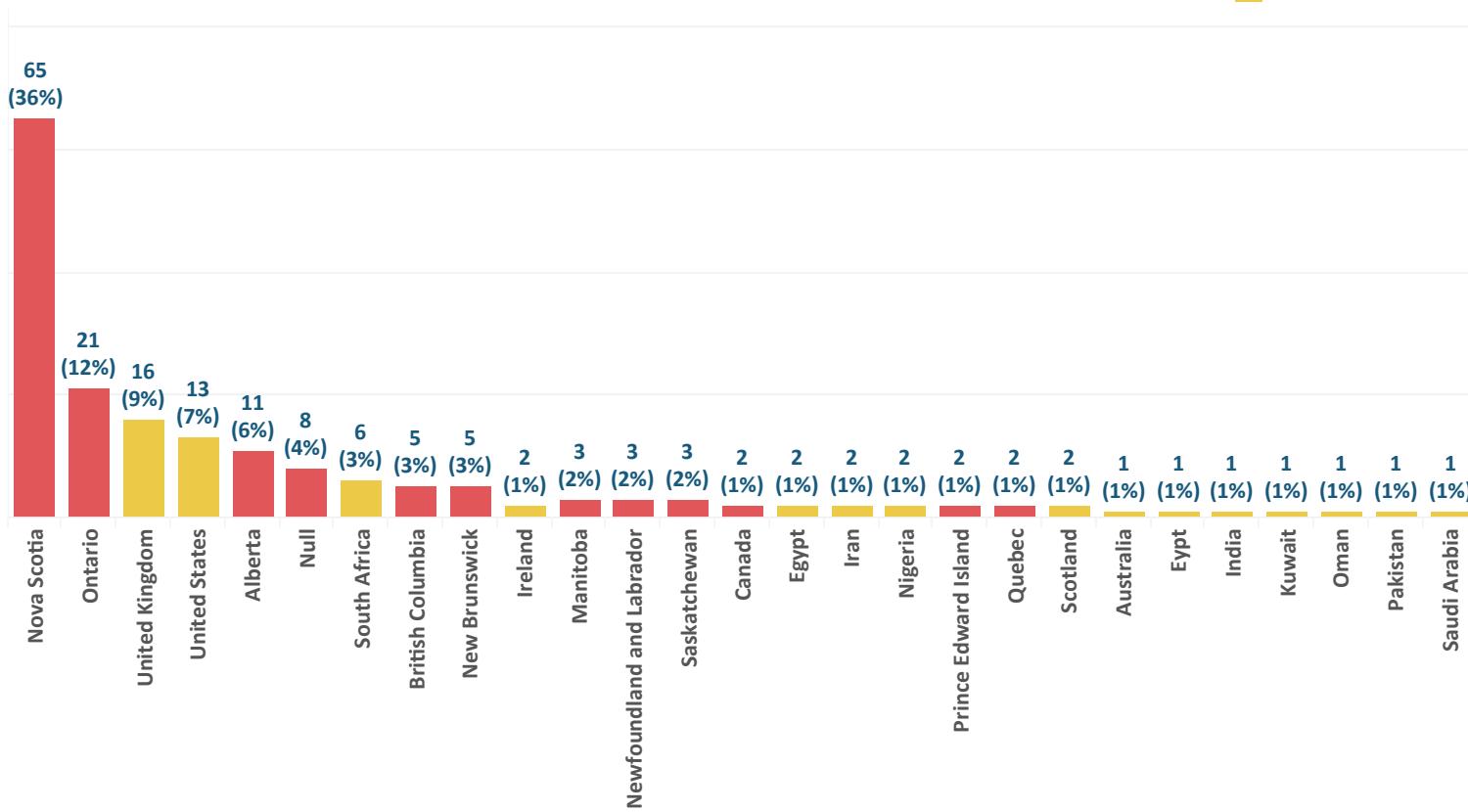
Family Medicine Starts, Departures and Patients Waiting to be Placed



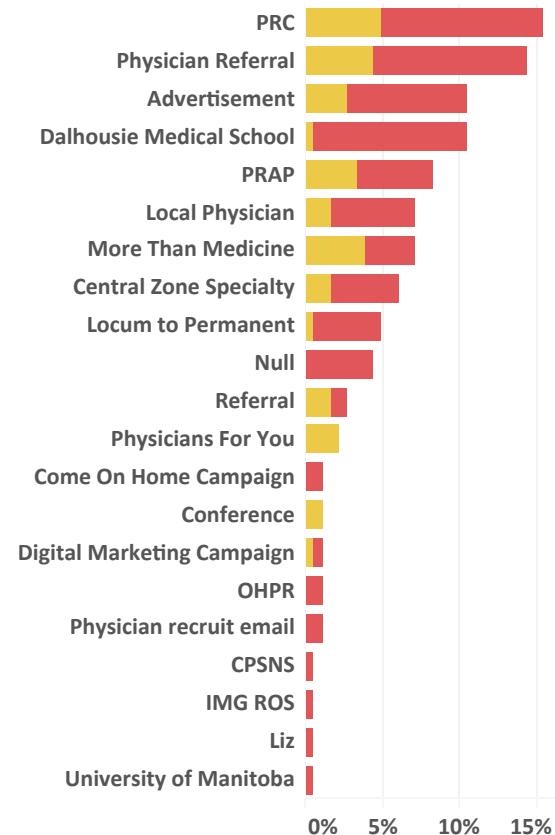
February 2024 Physician Recruitment Report: Physician Details

February 2024 FY 2024 Physician Starts (Includes Pending) by Origin

Includes IWK



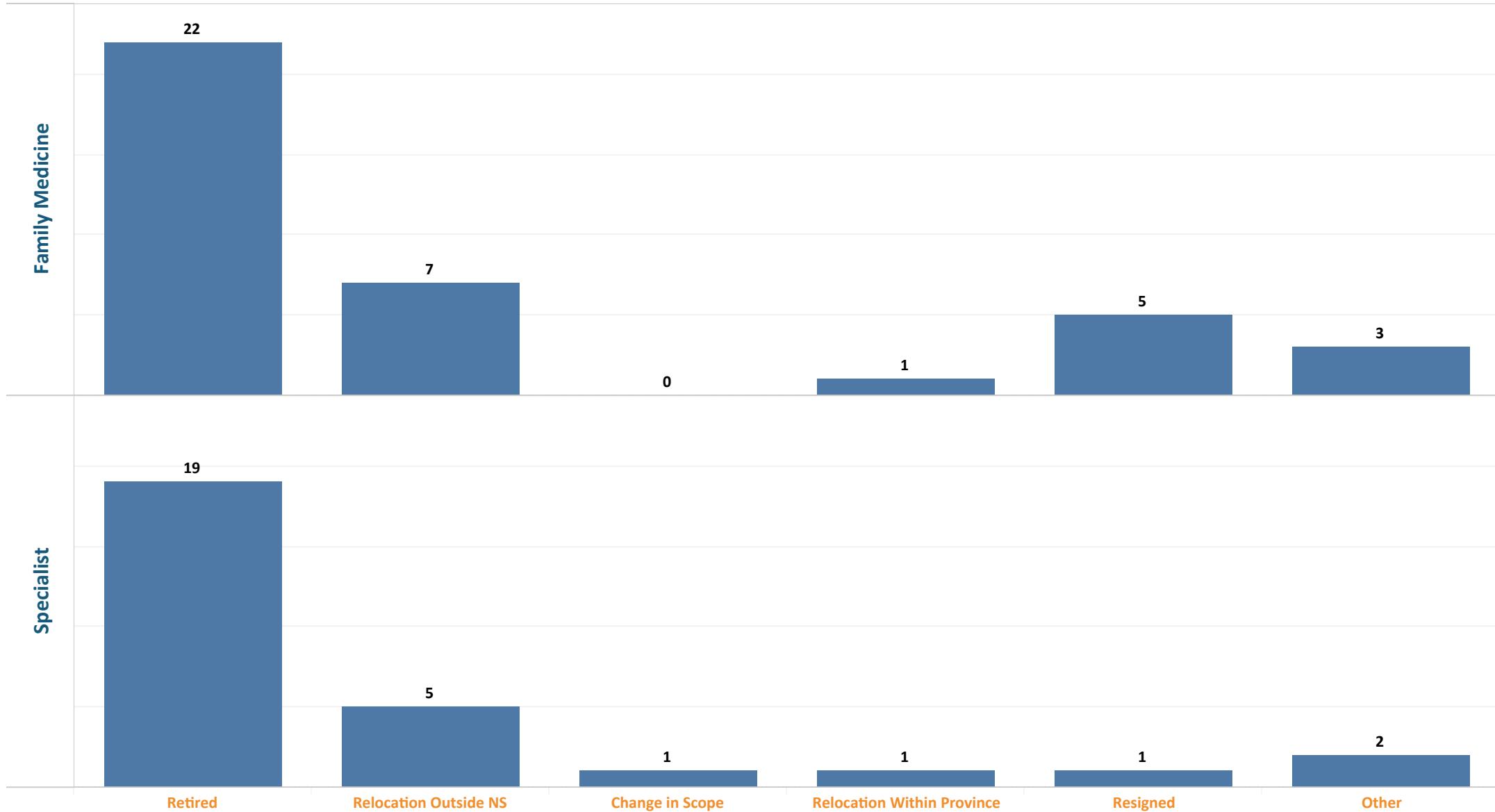
Source of First Contact with Physicians Starting in FY 2024



FY 2024 Breakdown by Zone and Specialty

| Zone | Specialty | Domestic | | International | |
|-------------|-----------------|-----------------|------------|-----------------|------------|
| | | Family Medicine | Specialist | Family Medicine | Specialist |
| Central | Family Medicine | 11 | 0 | 8 | 0 |
| | Specialist | 42 | 0 | 9 | 0 |
| Eastern | Family Medicine | 4 | 0 | 3 | 0 |
| | Specialist | 17 | 0 | 17 | 0 |
| Northern | Family Medicine | 8 | 0 | 1 | 0 |
| | Specialist | 12 | 0 | 5 | 0 |
| Western | Family Medicine | 14 | 0 | 5 | 0 |
| | Specialist | 22 | 0 | 4 | 0 |
| Grand Total | | 130 | 0 | 52 | 0 |

Departures Breakdown by Specialty Group and Reason for Departure: YTD (April 2023 to February 2024)

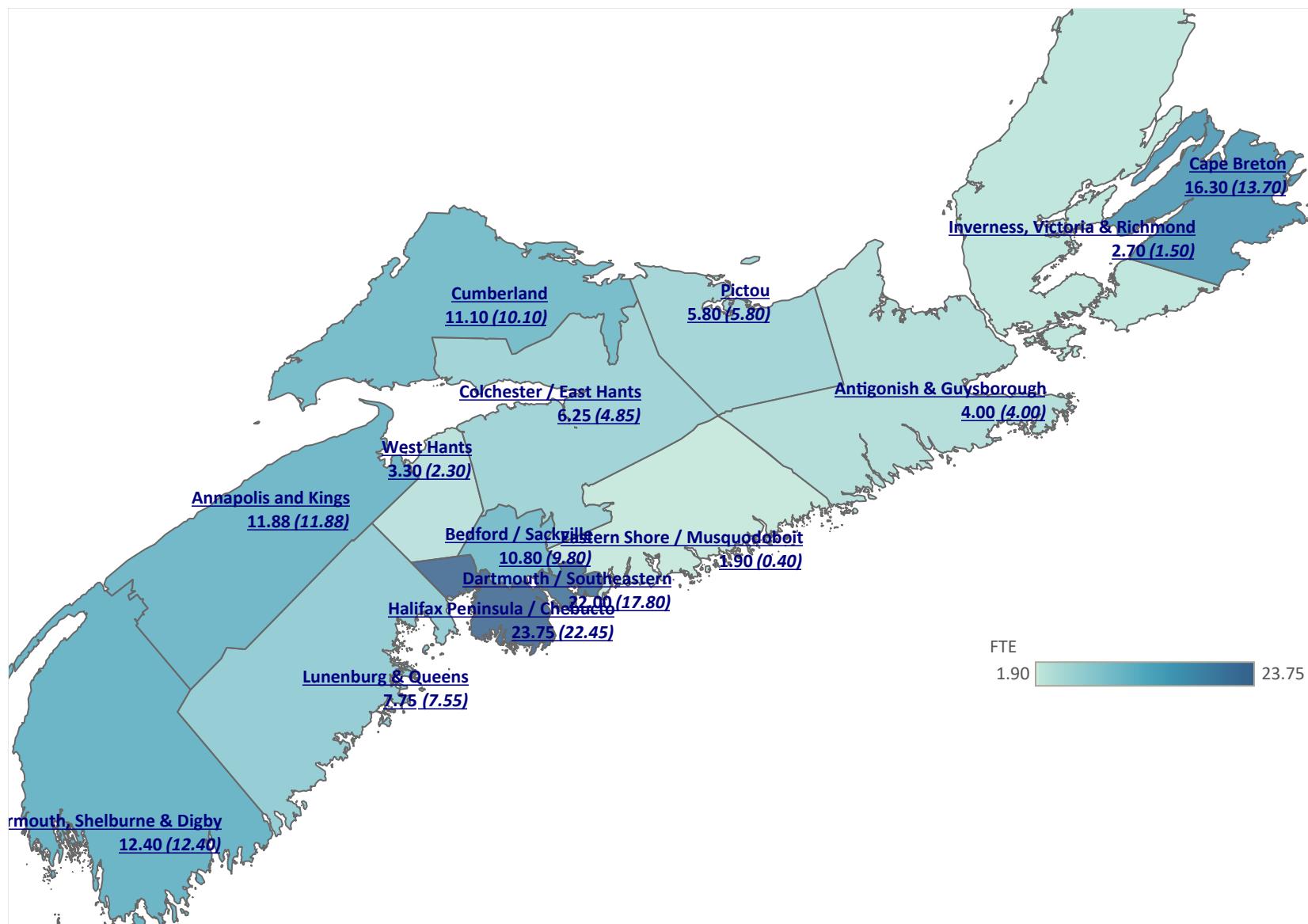


Notes on Departures data:

Departures data only includes those that have been approved by the Replacement MD committee for an approved vacancy. The numbers do not include where there was an approval for service reduction. The 'Change of Scope' category includes instances where a physician continues to practice or takes on an administrative role but has left their previous practice. The 'Other' category includes reasons related to illness, education or any other reason not captured by one of the other categories.

February 2024 Vacancy Report: Family Medicine Vacancies

| | Central | Eastern | Northern | Western | Grand Total |
|------------------------------------|---------|---------|----------|---------|-------------|
| Actively Recruiting Vacancy | 61.75 | 23.00 | 23.15 | 32.03 | 139.93 |
| Current Vacancy | 52.75 | 19.20 | 20.75 | 31.83 | 124.53 |

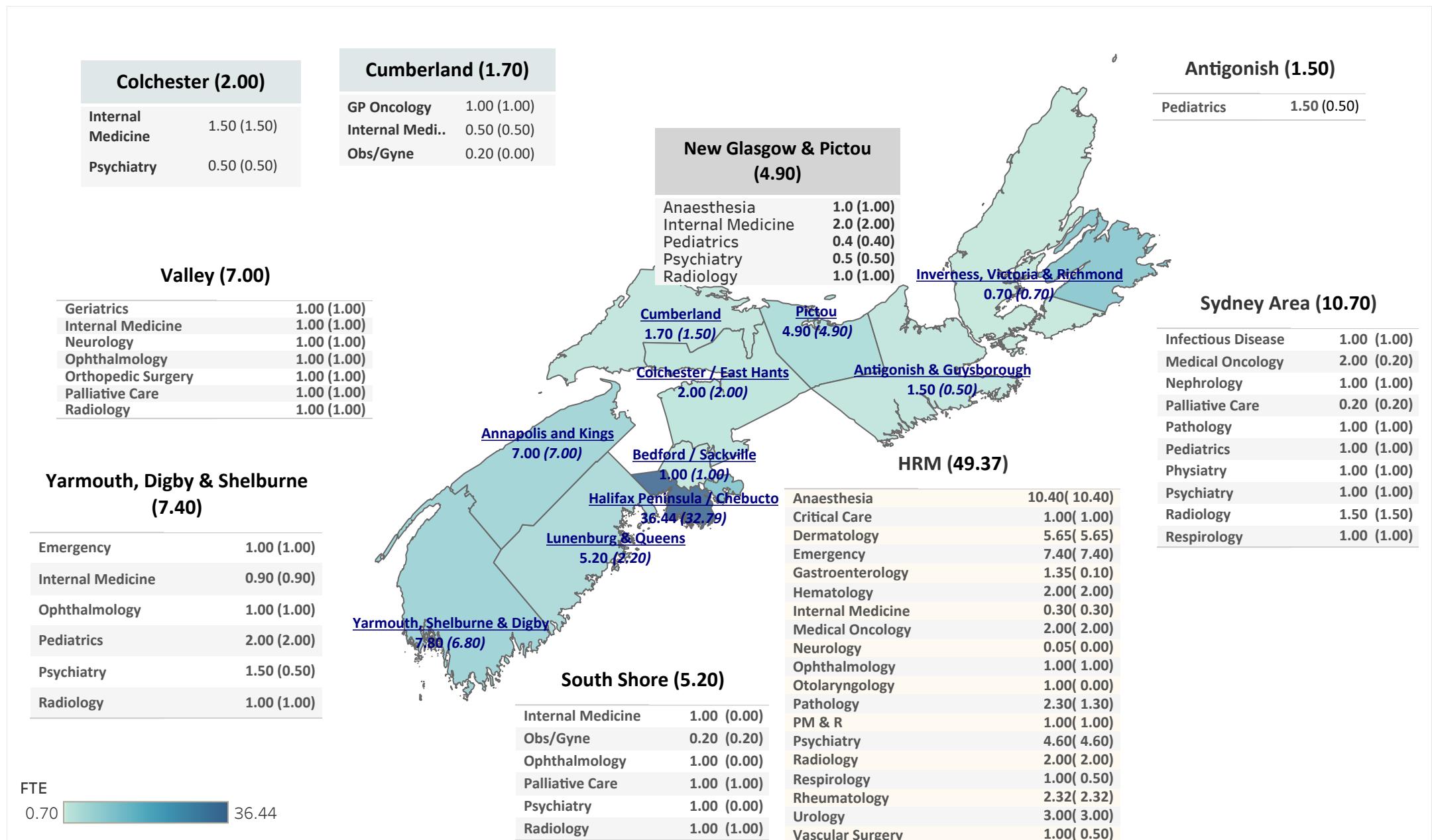


Two vacancy metrics are reported

- Actively being recruited Vacancy** numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.
- Current Vacancy numbers** reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the map and breakdown table in this view.

February 2024 Vacancy Report: Specialist Vacancies

| | Central | Eastern | Northern | Western | Grand Total |
|------------------------------------|--------------|--------------|-------------|--------------|--------------|
| Actively Recruiting Vacancy | 49.37 | 13.40 | 8.60 | 20.00 | 91.37 |
| Current Vacancy | 45.07 | 10.60 | 8.40 | 16.00 | 80.07 |



Two vacancy metrics are reported

a) **Actively being recruited Vacancy** numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.

b) **Current Vacancy numbers** reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the map and breakdown table in this view.

February 2024 Physician Recruitment Report: Physician Starts by Community and Specialty

Completed starts are indicated by number outside the parenthesis. Pending starts this fiscal are indicated within parenthesis.

| | | Family Medicine | Anatomical Pathology | Anesthesiol.. | Cardiology | Diagnostic Imaging | General Surgery | Geriatrics | Internal Medicine | Medical Oncology | Obstetrics and Gynecology | Orthopedic Surgery | Pediatrics | Plastic | Psychiatry | Respirology | Emergency Medicine | Hospitalist | Dermatology | Hematologica l Pathology | Infectious Disease | Neurology | Palliative Care | Pediatric Anesthesia | Pediatric Critical Care | Rheumatolo.. | Surgery | Urology | Vascular Surgery | |
|------------------|--------------------|-----------------|----------------------|---------------|------------|--------------------|-----------------|------------|-------------------|------------------|---------------------------|--------------------|------------|---------|------------|-------------|--------------------|-------------|-------------|--------------------------|--------------------|-----------|-----------------|----------------------|-------------------------|--------------|---------|---------|------------------|--|
| Central | Bedford | 2 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Dartmouth | 2 (0) | | 3 (0) | | 1 (0) | | | | | | | | | | | | | 1 (0) | | | | | | | | | | | |
| | Fall River | 2 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Halifax | 6 (0) | | 10 (0) | 3 (0) | | 1 (0) | 1 (0) | 5 (0) | 2 (0) | 1 (0) | 1 (0) | 4 (0) | 1 (0) | 3 (1) | 1 (0) | 1 (0) | | | 2 (0) | 1 (0) | 1 (0) | 1 (0) | 1 (0) | | 1 (0) | 2 (0) | 1 (0) | | |
| | Lower Sackville | 1 (1) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Mt Uniacke | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Musquodobit | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Sheet Harbour | 2 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Tantallon | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Eastern | Antigonish | 3 (0) | | | | | | | 3 (0) | | | | | | | 1 (0) | 1 (0) | 2 (0) | | 1 (0) | 6 (0) | 0 (1) | | | | | | 1 (0) | | |
| | Baddeck | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Cape Breton | | | | | | | | | | | | | | | | | | | 1 (0) | | | | | | | | | | |
| | Port Hawkesbury | 2 (0) | | | | | | | | | | | | | | | | | | 1 (0) | | | | | | | | | | |
| | Sydney & Glace .. | 1 (0) | | 1 (0) | 1 (0) | 1 (0) | | | 1 (0) | 2 (2) | | 1 (0) | 1 (0) | | 3 (0) | | | | 2 (0) | 0 (1) | | | | | | | | | | |
| Northern | Amherst | 1 (1) | | | | | | | | | | | | | | | | | | 1 (0) | | | | | | | | | | |
| | Elmsdale and Tr... | 3 (0) | | | | | | 2 (0) | 2 (0) | | | | | | | | | 2 (0) | | | | | | | | | | | | |
| | New Glasgow & .. | 1 (1) | | | | | | | | | | | | 0 (1) | 1 (0) | 1 (0) | | | | 1 (0) | 1 (1) | | | | | | | | | |
| | Pictou | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Springhill | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Western | Annapolis Royal | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bridgewater | 2 (0) | | 1 (0) | | 1 (0) | | | 1 (0) | | | | | | | 1 (0) | | | | 1 (0) | | | | | | | | | | |
| | Chester | 1 (2) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clare | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Digby | 1 (1) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Kentville & Midd.. | 1 (0) | 1 (0) | | | | | | | | | | | | 2 (0) | | 1 (0) | | 1 (0) | 3 (0) | | | | | | | | 1 (0) | | |
| | Kingston | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Liverpool | 2 (0) | | | | | | | | | | | | | | | | | | 2 (0) | | | | | | | | | | |
| | Lunenburg | 2 (0) | | | | | | | | | | | | | | | | | 1 (0) | | | | | | | | | 1 (0) | | |
| | New Minas | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Provincial Total | Shelburne | 1 (0) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Yarmouth | 2 (0) | | 1 (0) | | | | | | | | | | | | | | | | 1 (0) | | | | | | | | | | |
| | | 48 (6) | 1 (0) | 14 (0) | 5 (0) | 2 (0) | 3 (0) | 3 (0) | 16 (1) | 4 (2) | 5 (1) | 5 (0) | 7 (1) | 2 (0) | 14 (1) | 1 (0) | 8 (0) | 15 (1) | 0 (2) | 2 (0) | 1 (0) | 1 (0) | 1 (0) | 1 (0) | 1 (0) | 2 (0) | 3 (0) | 1 (0) | | |